

Professional Counselor

NEWS

Volume 2

June 1991

A publication of the Virginia Board of Professional Counselors

Board Members

CHAIRMAN

Donald Anderson, Ed.D., L.P.C.
Roanoke

VICE CHAIRMAN

Richard S. Luck, Ed.D., L.P.C.
Crozier

David E. Hutchins, Ph.D., L.P.C.
Blacksburg
Chairman, Credentials Review Committee

Allen Johnson, C.S.A.C.
Alexandria

Jean Sidley, M.Ed., L.P.C.
Alexandria
Chairman, Examination Committee

Ramona B. Stenzhorn, Ed.D., Citizen Member
Virginia Beach
Chairman, Discipline Committee

C. Eileen Welch, C.P.C., Citizen Member
Reston
Chairman, Public Information and
Relations Committee

C. Roy Woodruff, Ph.D., L.P.C.
Fairfax
Co-chairman, Examination Committee

Staff

Evelyn B. Brown
Executive Director

Joyce D. Williams
Administrative Assistant

In The Spotlight

What should a candidate expect from a supervisor?

By David E. Hutchins, Ph.D.
Chairman, Credentials Committee

There are a variety of things the candidate should expect from a supervisor in the course of being supervised. Among these may be included.

Roleplay, role-reversal, modeling, interpersonal process recall, micro-training, suggestions and advice, review of video and audio tapes of counseling interview, observation of actual interviews in the presence of the candidate and client(s) or through one-way glass, feedback that relates to content of the interview, recommendations of referral and consultation sources and suggestions of alternatives in terms of theories and techniques that might be used.

The supervisor provides the candidate with feedback about personal behavior, mannerisms and ways of interacting with clients, both positive and negative; teaches the candidate new and more appropriate therapeutic interventions with clients; checks for accuracy of the diagnosis, treatment and assessment of the client; and observes legal and ethical procedures related to the therapeutic interaction between the counselor and client.

Continued on Page 2

1601 Rolling Hills Drive, Richmond, Va., 23229-5005

Tel: (804) 662-9912



Department of Health Professions



FROM THE EDITOR



This edition of Professional Counselor News is focusing on informing you of the importance of quality supervision to your profession.

Supervisors and the quality of their supervision seem to be the key to perpetuating the quality of LPC's service to the citizens of the commonwealth.

Therefore, we encourage you to become supervisors by preparing yourself and making a strong commitment. The supervisor is the professional who has the closest relationship with trainees and the best opportunity to assess their ability to work independently.

Other articles on examination and discipline, even though not specifically tied to supervision, were included because of the direct relationship of supervision to these subjects.

The oral examinations will yield even more successful results if those examined have come from experience with excellent supervisors. There will be less disciplinary action necessary if our supervisors have been effective.

For those of you who have been looking in your mailboxes everyday for the second issue of our bi-annual newsletter, we apologize. We couldn't keep our promise to publish bi-annually for several reasons beyond our control. As it turned out, with the budget constraints we are feeling all over the state, an annual newsletter this year was the best schedule. (As I've often said, things happen for a reason.)

Please remember that letters to the editor are welcome. We have incorporated several suggestions from your letters this time. We look forward to your feedback. Suggestions and comments will not be published but will be taken into consideration in future issues.

C. EILEEN WELCH, C.P.C.

Supervisor expectations . . .

Continued from Page 1

Perhaps the "bottom line" lies in the fact that the supervisor is responsible for the welfare of the client who is seen by the candidate as well as for the development of the candidate. Various disciplinary cases coming to the board have emphasized the importance of several areas that should be stressed by supervisors.

1. Where the range of problems and/or clientele is limited, the supervisor has a responsibility to let the candidate know about these limitations and to suggest ways in which the candidate's experience can be broadened.

2. The candidate needs to be informed of particular strengths as well as limitations of the supervisor.

3. While the supervisor cannot be intimately familiar with everything the candidate does, there is a responsibility to not only work on problems that may develop, but to deliberately inquire about the clients seen in counseling, treatment methods and interpersonal interactions with clients. The candidate should be able to furnish the supervisor with indications of the effectiveness of work with clients.

4. Legal and ethical implications of the candidate's work must be explored by the supervisor.

COMPLAINT HOTLINE
1-800-533-1560

A letter from the chairman



By Donald Anderson, Ed.D., L.P.C.

This has been a very busy past year for members of the Board of Professional Counselors. Since your last newsletter, quite a lot has been happening. It is our intent to use this newsletter to bring you up to date on these activities and to provide information to aid you in your practice as a Licensed Professional Counselor.

At recent professional meetings, I have been told by some of you that more board information on standards of practice and discipline issues are needed by licensees. The following information on standards of practice and outcomes of discipline cases addresses your needs for more information.

A Decade of Disciplinary Cases Adjudicated by the Board

In meeting the primary responsibility of protecting the public from harm, the board receives and investigates complaints about the conduct of its licensees. Last year, board members Drs. Luck and Stenzhorn and I reviewed 71 cases involving 85 complaints of professional counselor misconduct. Tables I, II and III summarize this study.

Table I reports that approximately one-half (54%) of complaints that were investigated by the Discipline Committee resulted in findings of a violation of some standard of professional behavior.

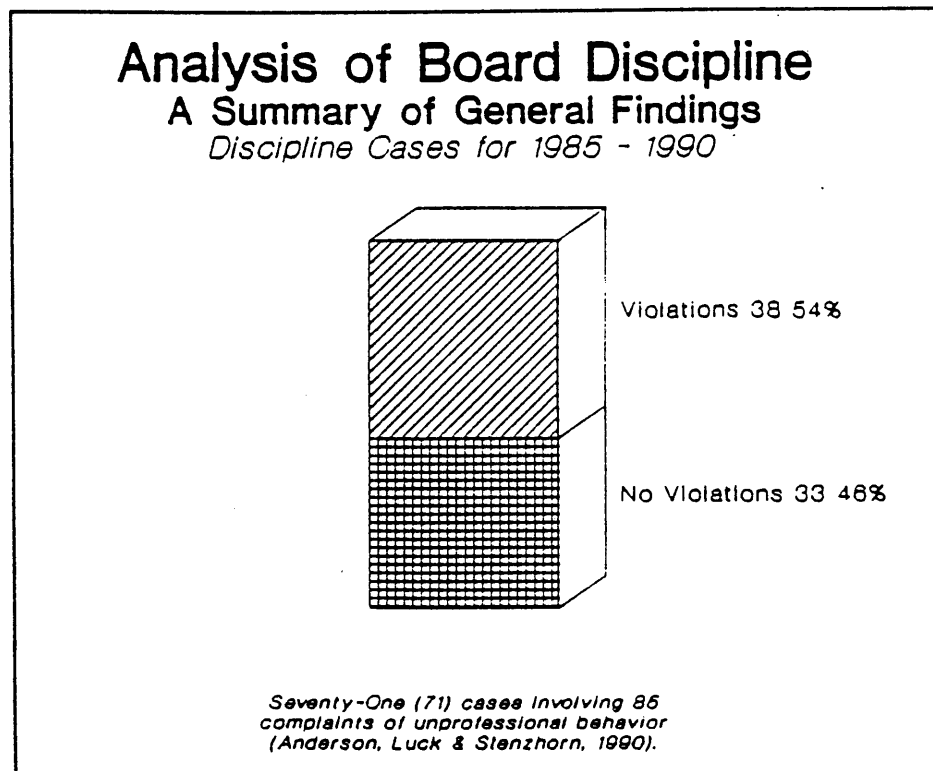


Table I

Chairman's letter . . . continued from Page 3

A summary of the nature of violations is presented in Table II. The majority of violations (38%) involved unlicensed activity or practice. Unprofessional conduct involving dual relationships, substance abuse, intimate involvement with clients, the use of offensive language and other offenses comprised 26% of violations. Violations of standards of care, as defined by professional standards of practice, rank third in percentage of violations. Sexual abuse with clients was found in 8% of the cases of violations.

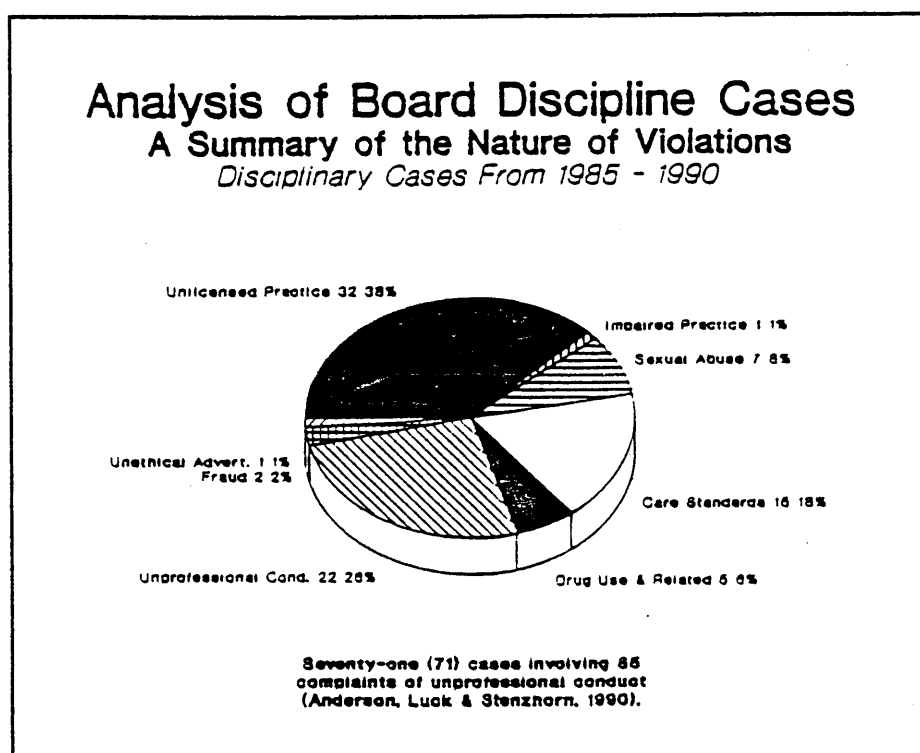
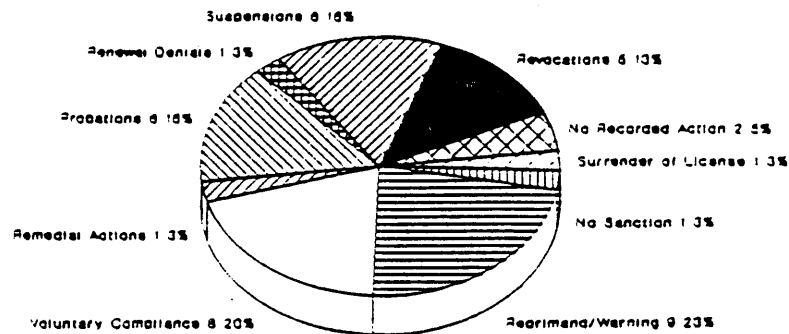


Table II

The Discipline Committee imposed sanctions on professional counselors that ranged from suspensions (15%) and revocation of licenses (13%) to no sanctions (3%) and reprimand and warning (23%). Table III summarizes sanctions imposed following findings of violations of standards of counseling practice.

Analysis of Board Discipline A Summary of Sanctions Imposed Discipline Cases for 1985 - 1990



(Anderson, Luck & Stenzhorn, 1990)

Table III

You will notice that in new regulations promulgated by the Board, “standards of practice” have been revised and improved to better define ethical standards of the profession. The revised practice standards reflect a summary of ethical codes from all major mental health professional associations including AACD, APA, AAMFT, AAPC, ARCA, AASGW and the ASCA. Being aware of and sensitive to these standards is a critical first step to avoid complaints and findings of violations.

I recently completed a study of standards of practice in the counseling profession and have offered an argument for clearly defined minimal standards. Adherence to these minimal standards will reduce your vulnerability to complaints and sanctions for violations of standards of practice as an LPC.

1. Professional Disclosure Statement: All counselors involved in mental health counseling should provide consumers with professional disclosure statements.
2. Treatment Plans: Counseling is a process of carrying out and evaluating treatment provided within a psychotherapeutic milieu. All treatment should be prescribed in a treatment plan. A basic treatment plan should include a psycho-social history and objective data that relate to a diagnostic system such as the DSM III-R.
3. Clinical Progress Notes and Records: Clinical notes and records should document progress in the implementation of a prescribed treatment plan.

Continued on Page 6



Who's on your Board?

Donald Anderson, Ed.D., L.P.C.

Donald Anderson was appointed to the Board by Governor Gerald L. Baliles and, as he begins his second four-year term, is serving his second year as Board chairman.

He has also served the Board as chairman of its Scopes of Practice Committee and is currently its representative on the Board of Health Professions.

Anderson did his undergraduate work at the Uni-

versity of New Orleans and received his masters and doctoral degrees from Virginia Tech.

He is presently a professor of Education in the Department of Human Services at Radford University and a licensed professional counselor with Briarwood Associates.

One of Anderson's most noted achievements was his chairing of the Task Force on the Abuse of Anabolic Steroids in 1989 and 1990. For that he was awarded a "Certificate of Recognition" by the governor for distinguished service to the commonwealth. It also brought him national attention for the development of educational and law enforcement initiatives to combat anabolic steroid use among young athletes.

Anderson is a past president of the Virginia Association of Clinical Counselors.

Richard S. Luck, Ed.D., L.P.C.

Richard S. Luck was appointed to the Board of Professional Counselors by Governor Gerald L. Baliles and is serving his first term as a board member. He was elected vice chairman of the Board in August 1990.

He has served as Chairman of the Board's Credentials Committee and currently is chairman of its Scope of Practice Committee. He also serves on the Discipline Committee.

Luck is a delegate to the American Association of State Counselor Boards (AASCB), where he serves as chairman of the Committee on Counselor Supervision.

After completing his undergraduate work at the University of Richmond, Luck received his masters degree from Virginia Commonwealth University and his doctorate from the University of Virginia.

Luck is currently an associate professor of Rehabilitation Counseling at Virginia Commonwealth University, where he is coordinator of the Advanced Certificate Program in Professional Counseling. He is also a private practitioner in counseling and psychotherapy as an associate of the Therapy and Learning Center of Richmond.

(Note: Other Board members will be profiled in future newsletter issues)

Chairman's letter. . .

continued from page 5

4. Formative Clinical Evaluations: Counselors should conduct formative or on-going evaluations of treatment, including clients' evaluation inputs.

5. Clinical Outcome Evaluation and Research: Clinical research is often viewed as an ideal. The importance of outcome research is increasingly emphasized in professional literature.

6. Documentation of Consultation, Supervision and Referral: Mental health consultation, case supervision and referral are treatment options useful to mental health counselors and should be documented.

7. Psychotherapy for Impaired Practitioners: Counselors may find their effectiveness impaired because of difficulty in managing personal life experiences and professional demands. Impaired professionals should be identified and treatment required.

8. Legal and Ethical Awareness: Read and become sensitive to board standards for counseling practice. Read and comply with codes of ethics of major counseling professions. A thorough understanding of one's code of ethics is the foundation of professionalism.

Licensure and supervision in Va.

By Donald Anderson, Ed.D., L.P.C.

Current Virginia regulations specify that any licensed professional counselor, psychologist, school psychologist, clinical psychologist, clinical social worker or psychiatrist may supervise an individual who is training for licensure by the Board of Professional Counselors. This does NOT mean that anyone who is licensed is qualified to provide supervision.

Any licensed professional should be able to demonstrate appropriate training and preparation to provide supervision to a candidate. This is no different than a licensed professional practicing in any other area which requires specialized training.

For example, a licensed professional counselor would not work with persons having chemical dependency, career, rehabilitation, sexual or other primary problems without having training in diagnosing and treating problems in those areas.

To engage in supervision without being qualified to do so is the same as working with problems in areas where one is not trained. Regulations specify that performance of functions outside the demonstrable areas of competency are grounds for revocation, suspension, or denial of renewal of one's license.

Core areas of knowledge and competency in supervision vary somewhat, but those outlined in the Association for Counselor Education and Supervision serve as guidelines. The essence of these is summarized below. The professional counseling supervisor:

1. Is an effective counselor.
2. Demonstrates personal traits and characteristics consistent with the role.
3. Is knowledgeable and competent in applying legal and regulatory aspects of the profession.

Becoming an oral examiner

On April 18, fifty-seven LPCs attended a half day training session for oral examiners at the Department of Health Professions. Participants were trained in the procedures of oral examination and reviewed the revised protocol and rating procedures. Those who attended will be given top priority within the pool of trained examiners to serve as oral examiners for future exams.

Those invited for the training were previously trained oral examiners or persons identified during their oral exams as persons demonstrating outstanding breadth of experience and competency.

The steps to take if you feel you would be a qualified oral examiner and would like to be invited to future training are:

1. Write the board explaining your interest and qualifications.
2. Have two licensed professional counselors who can attest to your ability and potential to become an effective oral examiner write letters of reference.
4. Demonstrates knowledge and skill in applying both personal and professional aspects of the supervisory relationship.
5. Demonstrates conceptual knowledge of supervisory methods and techniques and is skilled in using this knowledge to promote counselor development.
6. Demonstrates conceptual knowledge of the counselor developmental process and is skilled in applying this knowledge.
7. Demonstrates knowledge and competency in conceptualization and management.
8. Demonstrates knowledge and competency in client assessment and evaluation.
9. Demonstrates knowledge and competency in oral and written reporting and recording.
10. Demonstrates knowledge and competency in evaluation of counseling performance.
11. Is knowledgeable regarding research counseling and counselor supervision and consistently incorporates this into the supervision process.

New developments in supervision

By Richard S. Luck, Ed.D., L.P.C.

Supervision has received much national attention of late, especially with regard to quality issues and standards.

For example, the American Association of Supervision and Counselor Education approved in July 1989 eleven standards for the practice and preparation of counselor supervisors. These 11 standards were presented to the profession in the September 1990 issue of the *Journal of Counseling and Development*. They cover just about everything from the personal traits and characteristics of supervisors to knowledge of research regarding counselor supervision.

While the standards are viewed as beneficial and instructive as guidelines and objectives to pursue, they do not completely delineate in regulatory language the minimum qualifications and competencies of counselor supervisors.

Competency in supervision

The Board found these standards very helpful in pointing the way to accomplishing more comprehensive professional competencies in the supervision of professional counselors.

Language in state regulations, however, must be specific, understandable and enforceable. For example, it would be very difficult for your Board to enforce a regulation requiring a supervisor to "possess a sense of humor." What the Board attempted to do, therefore, is to provide more detail and greater clarity to the existing requirements for supervision and for supervisor.

Additionally, the Board has attempted in the new regulations, effective May 8, 1991, to require consistency in the supervisory process. For example,

NEWS FLASH !!!

The Board of Professional Counselors has adopted new regulations for licensed professional counselors and certified substance abuse counselors.

These regulations became effective May 8, 1991 and have been mailed to all licensees and certificate holders.

while the Board is currently not engaged in a general supervisor approval process, it does approve supervision and supervisors on an individual basis.

The Board discovered that in some instances supervisees were being supervised by those who had no particular experience or training in the area that they were providing the supervision. Instances where the supervisee had not received basic education or coursework in the areas where they were being supervised were also found.

The new regulations are an attempt to remedy situations such as these. This type of problem really requires no change in the regulations, but rather better guidance and explanation.

One area where a change is necessary is in the amount of supervision which is required to be provided by a professional counselor.

Current regulations

The old regulations stated that any or all of the supervision for licensure can be provided by a licensed professional counselor, licensed clinical social worker, licensed psychologist or psychiatrist. Every other Board in the Department of Health Professions requires that all or at least half the supervision come from a similarly licensed person.

For example, the Board of Medicine will not accept supervision of interns by a licensed professional counselor, and neither will the Board of Psychology. This is really a professional identity issue which the other boards seem to be very clear on.

Supervision . . .

-Continued from previous page

The Board of Professional Counselors, however, had let this important issue slip. The new regulations require that at least half the mandated supervision be provided by an LPC. It is hoped you will support this change as an important ingredient in the professional identity recipe for professional counselors in Virginia.

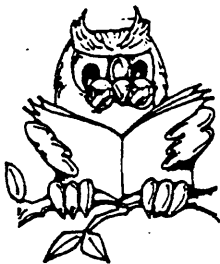
Several states are beginning to look at supervisor certification or licensure for supervisors. The Board does not support this at the present time because it views this as excessive and redundant and capable of creating hardship upon licensees.

Remember, you the licensee pay for all activities regarding the regulation of your profession. In Virginia, we are asking that supervisors document by curriculum vitae or other statement that they have the necessary training and credentials to provide supervision in the areas they specify.

The Board's approach is built upon professional trust and it is beginning to delegate regulatory responsibility to licensees in order to avoid excessive administrative requirements and unnecessary costs. The Board hopes you will support it in this approach and will support its ongoing efforts to protect the public.



BE WISE!

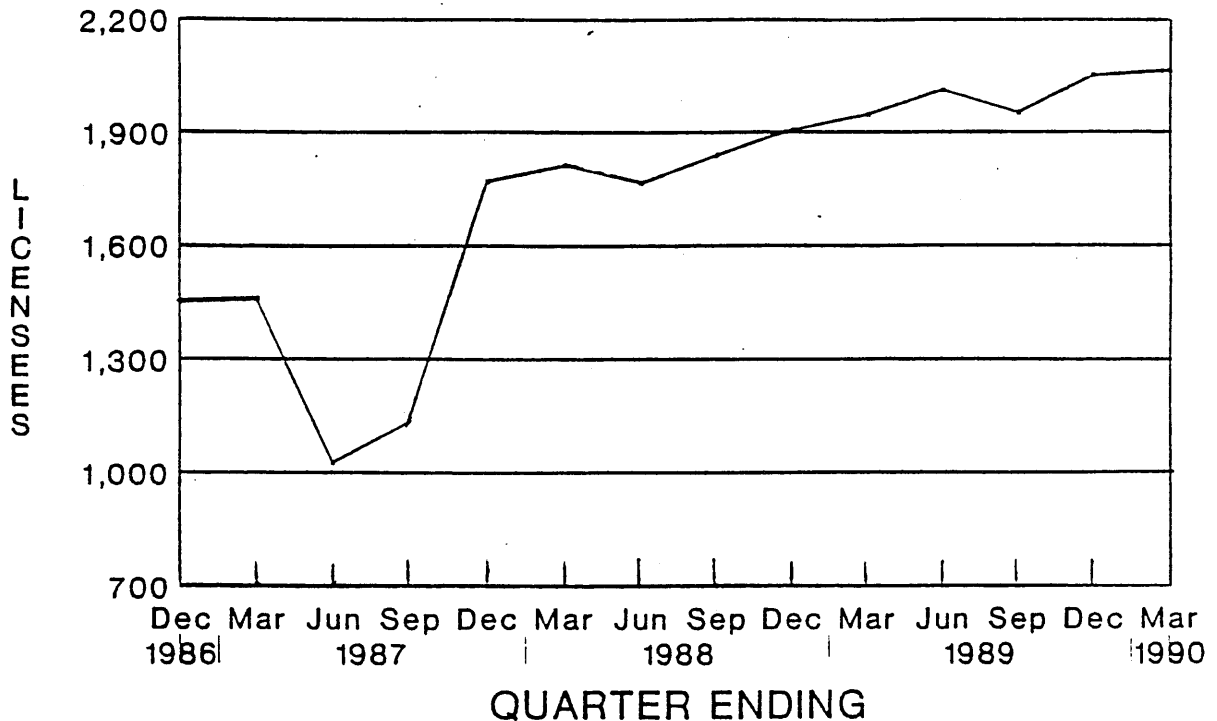


Copies of Professional
Counselor News are
limited. Please share yours
with other interested parties.

Thanks

YOU'RE A MEMBER OF A GROWING PROFESSION

NUMBER OF LICENSEES BOARD OF PROFESSIONAL COUNSELORS



ANNUAL GROWTH RATE • 16.36%

LICENSEES NOTE: BE AWARE OF STANDARD OF PRACTICE

All LPCs need to be aware of the Standard of Practice which states that licensees "shall practice only within the competency areas for which they are qualified by training and/or experience" (§6.1.B.3.).

Licensees are expected to monitor themselves in regard to practicing only within documented competency areas. Advertising or otherwise presenting oneself as offering services for which one is not adequately trained is a violation of the Standards of Practice and can jeopardize one's license.

This includes supervision. LPCs who provide supervision for persons in training to meet the LPC requirements for examination are expected to have documented training and/or experience in supervision, as well as competency in the clinical areas for which supervision is given.



ROLL CALL

CANDIDATES APPROVED FOR PROFESSIONAL COUNSELOR LICENSURE

JUNE 1990

Deborah Amatulli
David W. Anderson
Stephen R. Band
Sandra B. Barker
Janet Bradley
Betty M. Beverly
Janet S. Bradley
Bonnie Bryant
Jeanne B. Burger
Judith Cain
Ray O. Cooper
Elizabeth W. Delk
Shelby Dodd
William S. Field
Jeffrey C. Fielo
Jean Geiser-Miller
Steven Harris
Deborah L. Harrison
Patricia Henderson
Jeffrey Hyler
James P. Jones
Jeanette S. Kreiser
Ann Ladd
Rosemary A. Lambie
Rosemary S. Lewis
W. Christopher Love
Mary P. Lunch
Elizabeth Marshall
Dorsey Mayo
Renee McGovern
Joan R. Milkavich
Anita Novak
Anne Lee Paxton
Martin W. Phillips
Stephen J. Pietrowski
Cathie Platt
Bruce Prevatt
David C. Prichard
Barbara L. Rojas
William R. Scott
Thomas Shockley
Florie Saiger

Sharon Straw
Jon L. Thomas
Clare M. Tonry
Joseph E. Warner
Judy Weaver
William Webb
Garnett L. White
Jon Winter

DECEMBER 1990

Angela M. Bach
Hope Bagley
Frank C. Bognar
Myra Bridgforth
Clifford (Ford) Brooks
David G. Brown
Tracy Ginter Bushkoff
Nora Gail Castonguay
Katherine B. Coates
Stephen Culbertson
Kathleen Curley
Glory Dierker
Bonnie Erb
C. Elizabeth Ewing
J. Richard Fox
Suzanne K. Getz
Sharon L. Haney
Vera Helm
Laurel Hill-Simeone
Helen A. Jones
K. David Jones
Trilbie Knapp
H. Rodney Landes
James LaCoursiere
Nancy Mangino
Judith Brown McCue
Joan Barr Mosher
James E. Moyer
Martha V. Mullen
Genevieve Murphy
Russell W. Nelson
George Nickels
Margaret Norman

Margaret Paulson
James Van Rackley
Virginia J. Ravizza
Jane Wilkie Roth
Nancy Shands
Louise M. Sinclair
Blair Smith
Kim Speer
Charlotte Standard
Terry G. Swain
Sandra L. Sylvest
Susan Thompson
Anita R. Tieman
Burt Wasserman
Jo Weaver
Eleanor Williams
Deborah Welch Winstead
Judith Wolfe
Barbara Susan Wust

CANDIDATES APPROVED FOR SUBSTANCE ABUSE COUNSELOR CERTIFICATION

JUNE 1990

Ronald Ball
Craig W. Brammer
Michael H. Bulls
Raymond A. Cohen
Karen K. Cowell
Janis M. Dauer
Charles Eary
Susan K. Earley
John R. Honeywell
Winifred K. Hunter
Robert L. Johnson
Daniel R. Kooi
Kathryn L. Kristiansen
Larry L. Lavender
Laura A. Mosley
Frederick M. Overholt
William C. Paley

Continued on Page 12

Roll Call . . . Continued from Page 11

Daniel G. Pribus
Ellen L. Provost
Kenneth B. Redick
Diane M. Sillman
Ann Taylor Remley
Harley W. White

DECEMBER 1990

Mary D. Ball
James F. Bernat
Erwin D. Boyer

Lynette Calcaterra
Jeffrey M. Coleman
Janice M. Gray
Betty T. Hall
David A. Hurd
Patricia O. Janss
Tyrone S. Johnson
Mark A. Lawall
Anthony S. Mason
Raymond A. Matheson
William S. Musser
Stephen R. Parker

Lee Peebles
Andre M. Plummer
Patricia C. Renaye
Deborah L. Reynolds
Amanda L. Roberts
Shenay L. Savage
Christine M. Smith
Robert M. Storer
Tora C. Terry
Rodion P. Tsiptsis
Elise B. Willis

This n' That

Computer printouts of the complete list of professional counselors and certified substance abuse counselors licensed by the Virginia Board of Professional Counselors may be obtained from the Department of Health Professions for \$35 per printout. Write or telephone the Department to order your copy.

The next newsletter will focus on the history of the Board of Professional Counselors and will list all past Board members and length of service.

Coming Events

Board meetings and examinations scheduled for the remainder of 1991

June 17-20 - Oral examinations for professional counselor licensure

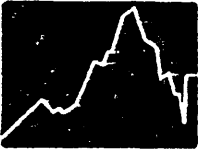
June 21 - Board meeting

September 19-20 - Written examinations for substance abuse counselor
certification and professional counselor licensure

October 10-11 - Board meeting

December 9-12 - Oral examinations for professional counselor
licensure

December 13 - Board meeting



Board of Professional Counselors
1601 Rolling Hills Drive
Richmond, Virginia 23229-5005
Tel: (804) 662-9912

BULK RATE
U.S. POSTAGE PAID
RICHMOND, VA.
PERMIT NO. 164